

## **Introduction**

We want to highlight the work that the TEC has accomplished over the last year, and the work that remains to be done and requires Council action. These recommendations were built by TEC members based on community engagement processes over the past four years. Many of these recommendations reiterate asks the TEC has previously made. We are presenting them earlier in the year this time as some of them include small asks around the 2022 budget, and wanted to get them to you before markup season got too busy. Our recommendations encompass housing, community safety and healing, training, restrooms, and the general role of City appointed boards.

## **Housing**

We want to start by updating you all on the work that we have done within each category of our recommendations. With regards to housing:

Since we last presented to City Council six months ago, the TEC has worked with Regulatory Services to develop anti-discrimination content in their trainings for property owners. Regulatory Services will soon be piloting an anti-discrimination webinar. The Transgender Issues Work Group has also worked with staff in various departments to develop trans equity guidelines that can be applied to City contracts with shelters and other social service providers.

Moving forward, we continue to echo many of the Minneapolis Advisory Committee on Housing's asks. We recommend that the City Council expand shelter opportunities, prioritize creating and preserving deeply affordable housing, and take action to improve the quality of rental properties. Specifically, we recommend that:

- The City Council adopt the Tenant Opportunity to Purchase ordinance.
- The City Council support community leadership developing affordable trans-specific housing opportunities in Minneapolis.
- The City Council provide more staffing support for Regulatory Services so that they can expand their property owner training and make it mandatory. Regulatory Services would need overtime pay for existing inspectors who conduct these trainings and/or funding for an additional training role.

## **Community Safety and Healing**

When it comes to healing and community safety, we would like to highlight the TEC's work providing feedback to the City's Transforming Community Safety community engagement process, development of a partnership with the Office of Violence Prevention, and work with Intergovernmental Relations to add protections for LGBTQ+ community members to our legislative agenda. We further highlight the continued growth of the Trans Equity Summit. The Summit attracts hundreds of attendees each year, from both within and outside of Minneapolis, and provides opportunities for healing, learning, and connection for all attendees.

Moving forward, we echo our high-level asks for funding to be moved from MPD towards resources for BIPOC trans/GNC community members, especially those who are currently or formerly incarcerated. This could look like legal, mental health, and employment services, guaranteed basic income, and funding for the City's trans equity work, amongst other things. Specifically, we recommend:

- The City Council expand the mobile behavioral health crisis response pilot, as sufficient funding would help ensure faster response times for mental health crisis calls.
- The City Council fund the exploration of alternatives to police response for other problem nature codes that do not statutorily require a police response.
- The City Council support the creation of a Department of Race and Equity, and fund the department sufficiently to carry out all programming outlined in the department ordinance. This should include increased funding for the trans equity programming, as the Summit currently costs \$30,000 at minimum, not counting other programming throughout the year, and is being funded primarily by the contributions of organizations tabling at the career and resource fair. In addition, increased trans equity funding could cover the cost of an Urban Scholar or Step-Up intern to develop a local resource list for trans residents, which we are regularly asked for. We ask for the trans equity budget to be increased from \$15,000 to \$30,000 ongoing, plus funding for one summer intern role.
- The City Council instruct the City Attorney's Office to look into the possibility of safe use sites in Minneapolis. This is direct feedback from a community listening session on the trans equity work.
- The City Council direct contract managers and attorneys for social services contracts over \$100,000 (or \$175,000 if not ongoing) to incorporate trans equity requirements in their future Requests for Proposals. This work is already in process but requires Council support for staff to prioritize it. Program managers should report back to Council by the end of 2022 with updates on the project's progress.
- The City Council and relevant departments use City property and/or funding to provide a location for a queer and trans community center. A community center would provide positive youth development opportunities and access to resources in line with the City's violence prevention goals and public safety SREAP priorities.
- The City Council work with the Mayor's Office, Civil Rights, and Procurement to include LGBTQ-owned, Disabled-owned, and Veteran-owned Business Enterprises in the City's definition of Supplier Diversity.
- The City Council work with Intergovernmental Relations to include a LGBTQ+ panic defense bill and protections of queer and trans residents on their legislative agenda.
- The City Council support Shunu Shrestha's Blueprint to End Human Trafficking, specifically the recommendations around decriminalizing sex work, cannabis/addiction, homelessness, poverty, and mental illness. Immediately, we recommend that the City Council repeal the loitering ordinance, which disproportionately targets BIPOC and trans residents, and uses a significant amount of police time to answer calls where the person in question is often gone by the time cops arrive.
- The City Council continue the Guaranteed Basic Income pilot funded in ARPA Phase 1. [San Francisco has piloted a Universal Basic Income proposal specifically for trans residents](#); we encourage City Council to research and pursue a similar proposal.

- The City Council continue to encourage the Office of Violence Prevention to take on more trans/GNC specific work. Immediately, the City Council could fund a contract management and administrative role specific to OVP. This would free up valuable staff time to develop the new sexual assault/domestic violence response role, which OVP staff intend to collaborate with the TEC on. The City Council could also increase funding to the OVP Fund, as that is OVP's most flexible funding source for community programming.
- The City Council continue to encourage HR to distribute the City's trans equity in the workplace survey as soon as possible. This will help create a better work environment for trans and GNC employees, therefore improving the City's work on all of the previously mentioned outcomes.
- The City Council commission a study of best practices in City government policy for trans equity. In developing these recommendations, we searched for a compilation of best policies from other jurisdictions, but found that no such compilation exists. We would love for it to come from Minneapolis.

### **Training**

In the last year, the TEC has worked with HR to select new contractors for the City's Gender Inclusivity 101 training, and will pilot the training in the next few weeks before it is rolled out across the Enterprise.

Broadly, we recommend an expansion of the training opportunities that exist for both City staff and those we contract with. Specifically, we recommend:

- The City Council increase the HR Learning and Development budget by \$10,000, with the specific purpose of funding not only an introductory-level trans equity training, but also a deeper dive follow-up.
- The City Council instruct HR staff to expand their advertising strategies for the Gender Inclusivity 101 training.
- The City Council provide \$7500 annually to Minneapolis Employment and Training to support two introductory LGBTQ competency trainings and one advanced-level LGBTQ competency training for their providers. Minneapolis Employment and Training staff presented to the TEC earlier this year about their plans to better support LGBTQ community, and we collectively identified these trainings as a first step.

### **Bathrooms**

Over the last six months, the TEC worked with CPED and Council staff to add language encouraging all-gender restroom construction and equitable bathroom access to the City's Single Room Occupancy Ordinance. We thank all of the Council offices that were involved in making that happen. We have also had conversations with CPED around how they could more effectively encourage all-gender bathroom construction on new builds, but have not reached actionable next steps.

Overall, we seek to create a Minneapolis with more all-gender restrooms, and more confirmation of equitable and safe restroom access for residents using gendered bathrooms as well. Specifically, we recommend:

- The City Council encourage equitable bathroom access in non-City buildings by directing Civil Rights staff to promote “Know Your Rights”-type materials on the topic.
- The City Council instruct Community Planning and Economic Development staff to recommend all-gender bathroom construction on new builds when meeting with business owners and architects requesting permits from the City. CPED staff can also determine which other licensing or permitting meetings should involve a conversation about gender-neutral bathrooms as well.
- Following the example set in Philadelphia, which has required all single-stall restrooms in city retail establishments to be gender-neutral, the City Council should instruct the City Attorney’s Office to research the legal parameters for adopting this or similar policy here.

### **Role of Appointed Boards**

Over the last six months, the TEC has provided feedback to numerous City departments via presentations in our monthly meetings. We want to see a City infrastructure that takes our Appointed Boards and Commissions seriously, actualizes their recommendations, and gives them the tools they need to succeed. Specifically, we recommend that:

- City departments should continue to use the TEC and other Appointed Boards and Commissions as a resource and consult us on policy and engagement work.
- The City Council direct the Clerk’s Office to develop a directory, listserv, or other infrastructure, in compliance with Open Meeting Law, that would support members of different ABC’s in collaborating with each other and more easily sharing feedback. None of our work exists in a vacuum, and all of our work would benefit from collaboration.